



**Review Cycles for Faculty Appointed  
Under Article XIII-D OR XIII-O  
Who Subsequently Become Tenure Track Faculty**

Thoroughly read the locally-negotiated agreements: [Faculty Evaluation Policy \(2016\)](#) which outlines standards of excellence for faculty performance, and the [Faculty Evaluation Procedures \(MOA 2015\)](#) which outlines procedures for evaluating faculty performance and promotion.

- 1) XIII-D or XIII-O faculty who are appointed to tenure track positions in their **Second Year**:
  - You will receive an initial (1) year contract.
  - Select a Review Advisor (a tenured faculty member selected by you in consultation with your Dean) to help you construct your file. **(Optional)**
  - You will create a Faculty Plan in the Fall of your second year **(Required)** ([pg. 27, MOA](#)). Please review the [University](#), [School](#), and [Program](#) standards of excellence.
  - In the Spring of year two (2), you will undergo a **Decision “Action” Review** and will prepare a complete Evaluation File the same as other second-year tenure track faculty as set forth in sections II A and II B of the [MOA Procedures \(Required\)](#). Please read the summary guide on Second-Fifth Year File Construction for instructions on the preparation of your file.
  - All subsequent reviews will be the same as for other tenure track faculty (years 3-5), except that if you are denied tenure in year five you will be entitled to a Reconsideration Review in year six.
  
- 2) XIII-D or XIII-O faculty who are appointed to tenure track positions in their **Third Year**:
  - You will receive an initial two (2) year contract.
  - Select a Review Advisor (a tenured faculty member selected by you in consultation with your Dean) to help you construct your file. **(Optional)**
  - You are not required to develop a Faculty Plan but may do so informally as noted above.
  - In the Spring of year three (3), you will undergo a **Feedback Review** that follows the procedures for a First-Year Feedback review. You will prepare a complete Evaluation File as set forth in sections II A and II B of the [MOA Procedures](#). Please review the [University](#), [School](#), and [Program](#) standards of excellence. Please read the summary

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guide on Second-Fifth Year File Construction for instructions on the preparation of your file.

- In the Spring of year four (4), you will undergo a **Decision “Action” Review** and will be recommended for either a two (2) year contract for years five and six with a tenure review in year five or a terminal one-year contract for year five. Please read the summary guide on Second-Fifth Year File Construction for instructions on the preparation of your file.
  - The review in year four will be by the PRC and Dean unless either of these levels recommends a terminal one-year contract, in which case the review will extend to the FRC, Provost, and President.
  - If you have a tenure review in year five and are not recommended for tenure, you will be entitled to a Reconsideration Review in year six.
- 3) XIII-D or XIII-O faculty who are appointed to tenure track positions in their **Fourth Year**:
- You will receive an initial two (2) year contract through year six.
  - Select a Review Advisor (a tenured faculty member selected by you in consultation with your Dean) to help you construct your file. **(Optional)**
  - In the Spring of year four (4), you will undergo a **Feedback Review** that follows the procedures for a First Year Feedback review. You will prepare a complete Evaluation File as set forth in sections II A and II B of the [MOA Procedures](#). Please review the [University](#), [School](#), and [Program](#) standards of excellence. Please read the summary guide on Second-Fifth Year File Construction for instructions on the preparation of your file.
  - You will have a tenure review in year five the same as other tenure track faculty. If not recommended for tenure, you will be entitled to a Reconsideration Review in year six.

Do you need additional help? You may find additional assistance for file construction and tenure from assigned mentors, file reviewers, your program, school, the CTLD, and the SFT. Please do not hesitate to utilize the many resources at your disposal!

- [Center for Teaching and Learning Design \(CTLD\)](#)
- [Stockton Federation of Teachers \(SFT\)](#)

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